

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL # 08  
October 28, 2021  
District Counter 12-2-21**

**BIPOC Educator Retention  
Licensed Staff Contract**

Article 20. Section 4.1

Prior to the start of each school year, PAR educators shall be identified and trained, although not necessarily released from normal classroom duties full-time. Probationary and tenured teachers in the PAR program shall have access to a PAR educator in their license area upon availability. **If a teacher of color requests a ~~PAR educator of color~~ PAR educator other than the one that has originally been assigned to them, they shall have access to one, subject to availability and licensure area.**